



## About the Academy

The Academy for International Conflict Management and Peacebuilding is the education and training arm of the United States Institute of Peace.

## Applicant Qualifications

Course participants should have relevant experience in their field, except for online courses, which are available to everyone.

## How to Apply

Directions for applying can be found at:  
[www.usip.org/academy/how-to-apply](http://www.usip.org/academy/how-to-apply)

## Location

U.S. Institute of Peace  
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## Contact the Academy

For inquiries, email:  
[academy@usip.org](mailto:academy@usip.org)

For FAQs, see:  
[www.usip.org/academy/practitioner-courses/faqs](http://www.usip.org/academy/practitioner-courses/faqs)

To learn about new courses and other news, sign up to receive the Academy Bulletin:  
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# On-Campus Courses by Category

The courses offered through USIP's Academy for International Conflict Management and Peacebuilding prepare professionals for work in and on conflict zones. Courses range in length from three to five days and are held at the USIP headquarters and elsewhere. Classes are small and attract a range of participants, who interact with highly skilled senior practitioners that have firsthand experience in conflict zones.

## Introductory Courses

These core courses introduce the fundamental challenges of conflict management, including conflict analysis, conflict prevention, and post-conflict stability operations.

### **Conflict Analysis: The Two Sudans**

Learn about the sources of ongoing conflict and possible new conflict in the two Sudans, including the issues of oil revenue, citizenship, debt, and border demarcation. Utilize a range of tools—context analysis, conflict assessment frameworks, scenario gaming, and situation analysis—to assess the risks of escalation and identify opportunities for productive engagement by local and international actors in this and other conflict regions.

### **Conflict Prevention**

Learn how to anticipate threats of deadly conflict, halt and reverse the escalation, and build effective coalitions. Conflict examples include violent insurgencies, large-scale criminality, civil wars, and transnational conflicts. Includes a case study on security threats in Latin America—governance challenges, economic reversals, border disputes, insurgent movements, drug trafficking, and struggles over the control of natural resources.

### **Stabilization and Peacebuilding: Understanding Dynamic Processes and Making Them Work**

Learn the guiding principles for organizing and implementing post-conflict and stability operations based upon desired end states commonly accepted by the peacebuilding community. Understand how to approach the critical issues that confront post-conflict interventions and the overarching leadership challenges involved in managing them.

### **Peacebuilding Organizations and Institutions**

Understand the missions, cultures, and operating procedures of key international organizations, regional organizations, government organizations, militaries, and nongovernmental organizations in peace operations and stability operations, as well as inter-organizational planning, communication, and coordination in hostile environments.

“These courses fill a major gap in the availability of training opportunities for a range of U.S. and non-American professionals from the official and nongovernmental communities interested in best practices related to the management and resolution of violent conflict.”

Chester A. Crocker,  
James R. Schlesinger  
Professor of Strategic  
Studies, Georgetown  
University

## Strategic Concepts and Skills Courses

These more specialized courses provide advanced training on such topics as negotiation, mediation, and identity/cultural issues.

### Negotiations from Checkpoints to High Politics

Advanced training for people in situations ranging from policy coordination to crisis negotiations in the field to high-level diplomatic encounters. Participants learn how to plan for a negotiation and how to adapt tactics to dynamic situations. Instead of a one-size-fits-all approach, participants master a 15-point framework that encourages improvisation and helps overcome barriers to agreement.

### Mediating Violent Conflict

Take on the roles of mediators and conflict parties in simulations and role-plays, as you learn what it takes to structure a successful mediation effort, as well as what a third party needs to do when deciding to get involved in a peacebuilding effort. Improve your ability to understand the motivations and objectives of the parties, promote ripeness, develop effective relationships, and increase leverage, whether at the grassroots or in the capital.

### Navigating the Inter-Agency Process

Explore the conditions for achieving a successful inter-agency process and outcome and refine your “lateral” leadership skills, that is, leading teams or groups in situations where there is no established authority.

### Cultural Adaptability in Complex Operations

Participants learn and practice differences in high- and low-context communication styles, individual versus collective organization, power distance, and temporal orientation. Recommended for those whose work requires interacting with local populations as well as across military and civilian sectors.

### Cultural Adaptability: Advanced Applications

Improve your situational awareness in post-conflict environments. Build up abilities in empathy and emotional intelligence for different cultural settings.

### Engaging with Identity-Based Differences

Identity-based conflicts rooted in ethnic or religious differences pose distinctive challenges for third-party mediators and other advisers. The course outlines strategies for addressing these issues, including responding to leaders who inflame identities, building relationships through dialogue and ritual, and making use of indigenous or traditional reconciliation measures.

### Overseas Religious Engagement

Learn how to navigate respectfully within religious spaces and with religious leaders, as well as how and when to implement programming in partnership with religious communities. The course provides guidelines for engaging with senior figures as well as grassroots communities, and guidance for ongoing consultations with religious communities and assessment of program impact.

## About the Courses

The Academy's practitioner-oriented courses prepare domestic and international professionals to work effectively in conflict zones abroad and help decision makers develop successful approaches to preventing, managing, and resolving conflict.

Courses emphasize strategic thinking, practical application, and an interactive and diverse experience.

Participants come from a wide variety of backgrounds such as government agencies, international organizations, the nonprofit sector, military, international development agencies, and educational institutions.

### **Stengthening Capacity in a Reform Environment: For Mentors and Advisers**

Trainers, mentors, and advisers will learn how to strengthen the capacity of individuals, institutions, and society as a whole in post-conflict environments. Master the transfer of knowledge including adult learning principles, building rapport, developing conflict sensitivity, assessing local capacity and training needs, supporting local ownership and sustainability, curriculum design, and project management.

### **Building Bridges through Intergroup Dialogue**

Learn how to use Intergroup Dialogue (ID) to engage alienated groups in safe conversation about their identities with the goal of improving understanding, dismantling perceptions of the "other," and creating alliances that help pave the way to greater intergroup cooperation and peaceful coexistence.

### **Civil Resistance and the Dynamics of Nonviolent Conflict**

Gain an in-depth and multidisciplinary perspective on civilian-based movements and campaigns to defend and obtain basic rights and justice around the world and in so doing transform the security environment. This course focuses on governance, strengthening civil society, grassroots movements, and human rights. Delivered in partnership with the International Center on Nonviolent Conflict.

### **Conflict Mapping Workshop**

Explore how Geographic Information Systems (GIS) mapping technologies can support early warning and prevention efforts as well as community-level security initiatives. Participants develop strategies to address the technical, analytical, institutional, and political challenges involved in designing coordinated conflict mapping systems.

## **Sectoral Courses**

These courses focus on specific sectors of peacebuilding, including democracy promotion, rule of law, economic reconstruction, and human security.

### **Supporting Police Reform: Capacity Building for Advisers and Trainers**

Learn how to build the capacity of law enforcement actors and institutions to provide civilian-led security to the population, including how to assess capacity, identify the appropriate police structure to respond to specific issues, and transfer knowledge to police actors, from the ministry to the local station.

### **Governance and Democratic Practices in War-to-Peace Transitions**

Develop effective strategies for establishing stable institutions and supporting a robust civil society in states that have collapsed. Dynamic modules address the interrelationship among issues of corruption, accountability, rule of law, elections, political party development, public administration, and economic reconstruction in divided societies.

### **Preventing Electoral Violence in Africa: Tools for Policymakers**

Learn the best practices for stemming electoral violence in transition and fragile environments through understanding of the broader landscape of the conflict and how that conflict is managed. Specific cases from 2011 elections will analyze how electoral violence was prevented or mitigated through effective strategic planning and policymaking.

### **Economic Reconstruction in Conflict-Affected States**

Explore the links between economic activity and conflict as well as the practical constraints and rewards of using economic instruments of conflict management. Case studies and simulations set in Kosovo, Haiti, and Sudan encourage participants to formulate economic instruments within a strategic framework for development in conflict-affected states.

### **Rule of Law Practitioners Course**

A comprehensive introduction to rule of law assistance in conflict-affected states. Through the use of case studies and interactive exercises, participants practice core rule of law skills and examine the dilemmas faced in rule of law promotion.

### **Land, Property, and Conflict**

Develop tools for assessing and addressing an array of complex land and property disputes, from competing ownership claims and restitution to customary land rights and illegal urban settlements. Drawing on case studies, explore the range of entry points and options for dispute resolution and structural reform.

### **Social Reconstruction and Human Security**

Explore successful humanitarian assistance and longer-term needs for social well-being and development in fragile states. Drawing on case studies, analyze the links between social well-being—particularly public health, education, environmental protection, and refugee needs—and security, governance, rule of law, and economic development.

### **Health Care in Post-Conflict and Fragile States**

Explore the importance of public health in fragile and conflict-affected states and understand how equal access to good health care is a critical component of post-conflict reconstruction and peacebuilding. Analyze short-term delivery of public health in conflict situations as well as long-term development of the public health sector.

### **Trauma and Peacebuilding**


Learn about the physiology of trauma and how this manifests itself in human behavior. Develop skills in recognizing trauma-affected behavior and strategies and tools to effectively work with these populations.

### **Peacebuilding in Tribal Muslim Societies**

Understand what contributes most effectively to sustainable peace in tribal Muslim societies. Focus on conflict resolution, development, security, governance, and justice in countries where tribal systems, Islamic systems, and Western legal-rational systems interact. Case studies include Afghanistan, Yemen, and Somalia.

### **Human Rights and International Humanitarian Law**

What is the difference between international human rights law and international humanitarian law? This introductory course will answer this question and other basic questions relating to this field: How are these terms used and applied by international bodies? How do they interact and what are their impacts in conflict-affected states.





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[www.usip.org](http://www.usip.org)

USIP provides the analysis, training, and tools that prevent and end conflicts, promotes stability, and professionalizes the field of peacebuilding.

For Media Inquiries, contact the office of Public Affairs and Communications, 202-429-4725

### **Iran's and Pakistan's Nuclear Proliferation Challenges**

Examine the challenges and implications of Iran's nuclear program and Pakistan's expanding nuclear arsenal, in terms of both regional stability and the global nonproliferation regime. Increase your understanding of the role of nuclear weapons in international security challenges and of ways to manage the threats they pose.

### **China's Nuclear Posture, North Korea's Nuclear Challenge, and U.S. National Security**

Understand the roles of arms control and nonproliferation regimes, as well as the U.S. strategic posture, in confronting the challenges of nuclear weapons, with a special focus on the growing role of China as a regional and world power, and the dangers of North Korea's nuclear weapons capability at a time of regime transition.

## **Gaming and Simulation**

### **Strategic Economic Needs and Security Exercise (SENSE)**

Participate in a computer-facilitated simulation that focuses on negotiations and decision-making in a post-conflict environment. SENSE simulates the resource allocation challenges confronting national and international decision-makers and provides participants with rapid feedback on the results of their time-sensitive decision-making.